

BOARD OF POLICE COMMISSIONERS

Minutes of the Regular Board of Police Commissioners Meeting Tuesday, November 23, 2004

The regular meeting of the Detroit Board of Police Commissioners was held on Tuesday, November 23, 2004, at 3:00 p.m., at Police Headquarters, 1300 Beaubien – Rm. 328-A, Detroit, Michigan 48226.

ATTENDANCE

Board Members Present

Arthur Blackwell, II (**ABS**)
Erminia Ramirez
Jim Holley
Megan Norris
Willie Hampton

Department Personnel Present

Chief Ella M. Bully-Cummings
AC Walter Shoulders
DC Gary Christian
Cmdr. Ralph Godbee
Insp. Jamie Fields
Insp. Claudia Barden-Jackson
Lt. Knox-Jones
Lt. Candace Kailimai
Lt. Roosevelt Lawrence
Lt. McDonald
Lt. Ricardo Moore
Sgt. Kevin Miller
Sgt. Nicole Harris
Sgt. Gordon Moore
Sgt. Darwin Roche
Sgt. Karen Fairley
Sgt. Debbie Jackson
Sgt. Romell Alexander
Sgt. Mark Henning
PO Kellie Hall
PO Mitchell
PO Derrick Maye
PO Mike Woody

Board Staff Present

Dante' L. Goss, Executive Director
E. Lynise Bryant-Weekes, Personnel Director
Denise R. Hooks, Attorney/Supervising Inv.
Arnold Sheard, Interim Chief Investigator

OTHERS PRESENT

Ron Scott
Tawana Morris
E'Lon-Eloni Wilks

RECORDERS

Jerome Adams
Kellie Williams

1. CALL TO ORDER

Vice-Chairperson Ramirez called the regular meeting of the Detroit Board of Police Commissioners to order at 3:20 p.m. She asked Rev. Holley if he could give the invocation.

Comm. Holley gave the invocation.

2. APPROVAL OF MINUTES

♦ **Thursday, November 18, 2004**

MOTION: **Comm. Holley** made the motion to approve the above Minutes.

SECOND: **Comm. Hampton** seconded the motion.

VOTE: All in attendance voted in the affirmative.

3. REPORT FROM THE CHAIR

There was no report from the Chair.

4. SECRETARY'S REPORT – EXEC. DIR. GOSS

OFFICE CLOSINGS

The Board of Police Commissioners Office and the Office of the Chief Investigator will be **closed** on the following dates:

Thursday, November 25, 2004, and Friday, November 26, 2004 in observance of Thanksgiving Day.

CITIZEN COMPLAINTS RECEIVED

| | <u>This Week</u> | <u>Year to Date</u> |
|---|-------------------------|----------------------------|
| 2004 - Weekly Count of Complaints: | 11 | 1,458 |
| 2003 - Weekly Count of Complaints: | 19 | 1,174 |

Vice-Chairperson Ramirez stated I think we need to add some more information to the Secretary's Report. She asked regarding the citizen complaints that OCI receives is there a way that we could account for how many cases have been closed, how many cases have been forwarded to the Chief and the response to some of our findings?

Exec. Dir. Goss stated yes, I can do that.

5. REPORT/PRESENTATION – CHIEF OF POLICE

Chief Bully-Cummings stated I believe the written report was pulled because we had to remove some information that should not have been included on there. A revised report will be forthcoming.

6. PRESENTATION – RECRUITING UNIT

Dir. Bryant-Weekes introduced Lt. Roosevelt Lawrence, who is the commanding officer of the Personnel Recruiting Section. He and his staff will be doing the presentation today.

Lt. Lawrence introduced his staff and stated that Lt. Kailimai will be giving an overview of the presentation.

Lt. Kailimai gave the following PowerPoint presentation:

(See Attachment)

Questions & Answers

Lt. Kailimai stated Lt. Lawrence will explain the department's manpower and the Utility Users Pact Act.

Lt. Lawrence stated this user's tax is afforded to our department to assist with selecting people and maintaining a certain number of members within that department. We are to stay above a certain number and we are working diligently to do that through our recruiting efforts.

Vice-Chairperson Ramirez asked what's the number?

Dir. Bryant-Weekes stated 3537.

Chief Bully-Cummings stated it only includes the rank of police officer, investigator and sergeant.

Comm. Holley asked do you have any record as to the percentage of people that were accepted in 2002 out of 2,600 people? How many would be accepted? How many was accepted? Also, what are the reasons (drugs, background, agility or etc.) why people are turned down?

Dir. Bryant-Weekes stated there a number of reasons why applicants are disqualified from the process and a great number of our applicants do get disqualified even just coming in the door, but that could mean that they didn't bring their driver's license or that they didn't a valid driver's licenses. So, those numbers are just in the door numbers. A number of applicants are disqualified as they go through the background investigation. Some applicants that we may have given conditional offers to, they don't end up getting hired because they may fail the psychological or medical examination. She asked what was your question as it related to the (inaudible).

Comm. Holley stated my concern is that if you have 2600, 4300, 6000 applicants 2, 3 and 4. How many of those are really hired out of each pool each year?

Dir. Bryant-Weekes stated I can give you those numbers on a later date.

Comm. Norris stated I think it would be helpful to know what stages were are losing applicants and how many applicants we need to get in person.

Comm. Hampton asked where do you get the most applicants from?

Lt. Kailimai stated mostly get walk-in applicants.

Comm. Holley asked is the only recruiting station that we have located on Dexter?

Lt. Kailimai stated yes.

Comm. Holley asked are applications available at all precincts or at an information box? He stated there should be an information box located in all precincts to help increase recruiting.

Lt. Lawrence stated we are currently asking citizens to come into our office on Dexter between 8 a.m. to 6 p.m. for the initial application. However, we have field recruiters that are constantly on the street and they could apply with them. We also go to schools. We are also, in the process of making the application available online.

Comm. Holley asked would you give some prayer to the thought?

Lt. Lawrence stated yes.

Chief Bully-Cummings stated I think it is an excellent idea to manage the entrance cards. I think that we need to have a locked box, so that the entrance cards are only picked up by recruiting personally, so they won't get lost in the mail.

Lt. Lawrence stated the information card does have some basic confidential information on it from that applicant, so that is another reason why we try to do it face to face. We have received those instructions and we will move forward with that.

Vice-Chairperson Ramirez asked is the application process computerized or is it done manually?

Lt. Kailimai stated the impulse written exam is....

Vice-Chairperson Ramirez asked once an individual fills out an application and once the process begins, is there a mechanism where you will know where they are at in the different stages?

Lt. Kailimai stated a database is in sought.

Vice-Chairperson Ramirez asked does it have the dates where the steps are?

Lt. Kailimai stated yes.

Vice-Chairperson Ramirez asked does it let you know if it is still stuck in the background for a year?

Lt. Kailimai stated an applicant would not be stuck in the background for a year.

Vice-Chairperson Ramirez asked how long is this process?

Dir. Bryant-Weekes stated there is no standard answer to that question. However, in the interest of time, we are not going to go through all of the challenges that we face, but if you get an opportunity, in your packet, it does say that we made some changes to that process and even very recently I made a change to the process, which as it relates to a person's ability to go to the precinct and apply, we are trying to schedule them for their pre-orientation interview right away. That is something that took a little longer period of time. A person would come in and fill out an entrance card and then meet with them based on date. Because we have so many applicants it might take quite awhile to get to your particular file. What we have instituted, most recently, is that a person comes in and fills out their entrance card and we give them an application packet. So, how soon you can enter background, now lies in your hands. When you bring us back that completed packet with all the information in it, you can get assigned a background investigator. It has taken up to 6 months, 7 months, and 8 months to complete an investigation. We are really trying to shorten that down and we have done some things just in the past few weeks that we believe are really going to shorten that process for us.

Comm. Holley stated for example, let's say that I got through the pre-investigative interview, I got through orientation and I got through background and say for some reason or another two or three months went by before I followed through, he asked does the Recruiting department aggressively try to find me? Is there an aggressive process in place to locate me?

Vice-Chairperson Ramirez asked is there a tracking mechanism?

Dir. Bryant-Weekes stated as a part of the Hiring in the Spirit of Service, they implemented for us a tracking mechanism that we are implementing with different tracking mechanisms in it. However, if you look at the second bullet on the slide about Pre-orientation continued and you heard Lt. Lawrence introduced Sgt. Kevin Miller as our ambassador. That is another thing that we have instituted along with the tracking system. Our recruiters were calling people to say you need to get this in and you need to do this. Now, we are dedicating a person who could also do that even more aggressively. If you don't bring this in within the next two days or two weeks, we are going to have to discontinue your application because we have so many to process. So, that is another thing that we have instituted to focus a little bit more on.

Vice-Chairperson Ramirez asked when was the ambassador put in place?

Dir. Bryant-Weekes stated within the last 2 weeks.

Vice-Chairperson Ramirez asked are you moving forward from that day forward or are you backtracking all of those that are still waiting?

Dir. Bryant-Weekes stated we are actually going to backtrack some. And, people who are sort of in a holding pattern and we are going to be contacting them.

Chief Bully-Cummings stated one of the concerns that was raised by senior management teamwise, in years past, and maybe this is what the ambassador does. We had an individual that assisted applicants with clearing, if they had traffic warrants, so that they could move forward in the process. She asked is the ambassador the one that assists the potential applicants with that?

Dir. Bryant-Weekes stated that is the concept of that.

Comm. Holley asked how many ambassadors do you have?

Unknown person stated one.

Dir. Bryant-Weekes stated one at the moment, however it is going to work. We are dedicating certain individuals to handle certain things right now and they are going to do such an awesome job that we will be able to hire so many people and the department will no longer be short staffed and then we will have our compliment of officers not only in recruiting, but throughout the department. But on the short term that is going to work to get us to where we need to be.

Comm. Holley stated I understand what you are saying. He asked could you give me an explanation about what it means to minimize the number of applicant failures due to psychological interviews?

Comm. Norris stated the psychological exams have not always been done the same way over history. There are many fantastic people in the department, who took a psychological test, passed the psychological test and a psychiatrist certified that they passed the psychological test and they have become members of the department and they're all of our commanding officers today. There was a time when it changed, where each person got examined by a psychologist or a psychiatrist. There are different psychologists or psychiatrists with different takes on things. She asked didn't somebody look at the Hiring in the Spirit of Service and compare us to how other places do things?

Dir. Bryant-Weekes stated yes.

Comm. Norris stated we are losing a whole lot more people because the psychologist was saying they thought they weren't capable than any place else. And, there was no reason to believe that Detroit citizens are somehow psychological less capable. It seemed that the standards or the way that we

are approaching it, perhaps we are not as sensitive to our culture as they should be or perhaps we are opposing standards that we are not necessary to. So, that's all been reviewed and we are in the process of looking at ways to make it more objective, less subjective, and more standard. Also, make it a more consistent standard and make sure that it catches the people that it is suppose to catch, but that it does not disqualify people, who could be very good. The other problem that we had was that we had a policy that said if you failed the psych you were forever gone. For example, psychologist could say that you are too immature and you haven't held steady jobs, so you are not ready for this kind of pressure. But, five years from now, you might be fine, but we had forever banned you. That is something that has already been revised. There are a number of things that are being looked at to see if really our psych exams where what they ought to be and the feeling is that we have been disqualifying more people that we needed to disqualify on that basis. These are people, who have been through the written test, through the background check, through the oral boards and through everything and literally days before the Academy were being told that they can go.

Comm. Holley asked Dir. Bryant-Weekes to read what Lt. Kailimai just read.

Dir. Bryant-Weekes stated it wasn't read, she said it. It's just the psychological interviews, but it is a true statement in that we believe that over the last year that candidates had been disqualified disproportionately to any other years. So, that is what Dr. Gerald Shiener and our psychologist were reviewing to come up with a more objective standard to make sure that that no longer occurs.

Comm. Holley asked what are we reducing?

Dir. Bryant-Weekes stated the number of subjective failures.

Comm. Norris stated we don't know what we are reducing because we haven't totally imposed the new method. The suggestion is that we will reduce the number of people, who are disqualified at this very end of stage of the process.

Comm. Hampton asked are the standards and interviews similar to other departments in other cities or is the standard too high?

Dir. Bryant-Weekes stated they take the same MMPI test. But, a person takes the MMPI and then they go to a psychologist. That is the current practice. And, depending on what psychologist you see, they could disqualify you. So, we have looked at the numbers from the psychologist because some psychologists were disqualifying candidates on a much higher....

Comm. Holley asked who hires the psychologist?

Dir. Bryant-Weekes stated the department.

Comm. Holley asked is it possible that the psychologist need to be looked at?

Comm. Norris stated yes.

Comm. Holley asked and if so, who's on the panel that hires the psychologist and who is on the panel that has the qualifications of a psychological background that can qualify...? He asked who makes up the panel besides the Chief?

Chief Bully-Cummings stated I have never sat on any panel. Dr. Shiener has been the psychiatrist for as long as I have been on the Department. At one point in time, it was not an MCOLES standard that the psychiatrist determined who was sufficient to be a police candidate. It used to be and it has changed under MCOLES, but it used to be that the psychiatrist would make a recommendation and the commanding officer of Recruiting had the final say so. That has now changed. It is now a MCOLES standard and so we have to take a look at the psychiatrist and psychologist.

Comm. Holley asked if there is a problem here, what input does the Commission have?

Comm. Norris stated we have been working on this problem for several years now and we are sort of at the culmination stage. We did review who the psychologists are. Now, we are looking at does every single person need to personally see somebody or if you pass on the written can somebody look to make sure that there are no flags from that. We have adopted or approved changes in the operating procedure for this, but the problem is that that's new and the results aren't all....

Dir. Bryant-Weekes stated we are hoping that by January the new procedure could be in place. Currently, we are preparing a recommendation to the Chief. Recently, we had a meeting with Dr. Shiener and Dr. Daniel Altier, who is one of led psychologist. We are inputting the data of all of the candidates that we hired this year to come up with what is our department norm, psychologically speaking. Our proposal is candidates that fall into that norm and have no critical factors that would be alarming, the psychologist or Dr. Shiener, who is the psychiatrist, could sign off on that person's mental stability. If they are outside of that norm or there is any critical factor in one area, they would have to see a person and then that person would make a recommendation to the department. And, if they have to see the psychologist it would sort of be a panel. We haven't worked out all of the details of that proposal, but it would not be simply the psychologist say, but it would be the psychologist, a member of the department, and Dr. Shiener.

Comm. Hampton asked has it been considered to get a second opinion?

Dir. Bryant-Weekes stated no, there is no opportunity for a second opinion outside of the department. MCOLES requires that our department psychiatrists or psychologists sign off on your mental stability.

Vice-Chairperson Ramirez asked how long has Dr. Shiener been with us?

Dir. Bryant-Weekes stated over thirty-five (35) years. Since, I have been here Dr. Shiener has not signed off on our psychological evaluations and that's been my issue as well that we needed someone, a panel or a psychiatrist. We have had psychologists and MCOLES allows us to utilize psychologists.

Comm. Holley asked is there some comparison as to what standard we use versus another city that is very much like our city? Is there something that we can compare ourselves with to have some measurement of judgment of whether or not the process that we are using is the process that works?

Dir. Bryant-Weekes stated when Dr. Eisenburg, who was the psychiatrist, who did the evaluation under the Hiring in the Spirit of Service compared us to other departments and concluded that our process was not sufficient to determine what we wanted. He determined that we. For example, the pass/fail mechanism that we currently use, he determined that that shouldn't be and that is not sufficient to simply say you either passed or you failed. He stated that there should be a spectrum or a continuum and if you fall within that continuum then you should be okay. Dr. Altier indicated that we are the only department that utilized that particular pass/fail type system. So, that is why we are proposing to change that particular system and the way of doing things.

Vice-Chairperson Ramirez asked are we going to be looking at the ones that didn't pass the psychological? Are we going to look into those cases?

Dir. Bryant-Weekes stated yes. Once we determine the continuum, we should be ready in January. Dr. Altier and Dr. Shiener will review the files to see if those individuals fell within that continuum and then we will have to make a determination of whether or not to hire that person. I am not sure of what MCOLES requirements are for a retest or reconsideration. That is something that is going into the final proposal.

Comm. Hampton asked in regards to the hiring forecast do feel that those numbers are attainable?

Dir. Bryant-Weekes stated yes.

Comm. Norris stated I did attend the press conference that the Mayor, the Chief and the department held in regards to Hiring in the Spirit of Service. I

think that the recruiting rises went really fantastic. I know that the Chief personally has gone out and done press. I know that you got some free publicity and some free radio time from a lot of people, including Comm. Blackwell. I also know that it is hitting a target and it was done with relatively limited resources. I think it is terrific.

Comm. Holley stated the only thing I didn't see in the presentation regarding churches.

Dir. Bryant-Weekes stated we are going to have your Pastor's Pick Program in place by the beginning of the year.

Comm. Hampton asked what about organized labor?

Dir. Bryant-Weekes stated absolutely. Also, when other major companies are laying off, we do take advantage of those opportunities to try to recruit individuals.

Lt. Lawrence stated this recruiting effort has been continuous. I have had the opportunity to go back and talk to just about every recruiting command person since the seventies (70's). I have talked to Clarence Broadnax, Lt. Staples, Cmdr. Godbee, and former Cmdr. Billie Cummings all who have done that job over at Recruiting. Some of the same problems that we are having now, we had twenty (20) years ago for some of these candidates. We are looking for new and innovative ideas. We have been going to barbershops, getting on the buses, or talking to people on the street corner to locate qualified applicants. Comm. Holley has allowed us a chance to get the word out over the airwaves.

Chief Bully-Cummings stated I recently went to the Major cities chief's conference and learned that recruiting minorities is a challenge across the United States of America. It is just not specific to Detroit, Michigan. I would like to commend the Personnel & Recruiting Section for the recruiting fair that they held over a month. One of the other challenges that we didn't talk about is the ability to take the test. If we were to go out of state to recruit candidates, we are challenged because we don't have an opportunity for them to access the website to take the written test away from here because the test is setup on our computers at the Recruiting Section, whereas other agencies could do that, we are hampered by doing that. We can't be as successful as we probably could be, until that piece is put in place.

7. DISCUSSION & PRESENTATION OF GENERAL ORDER

• DIRECTIVE 303.1: DEPARTMENT VEHICLES

Insp. Fields stated the only change in this policy is that we put in place that all department vehicles will have to municipal plates with the X on them and if

anybody who wants a plate other than an X plate they have to get permission from the Chief of Police. The reason for this is two-fold. First, these are Detroit Police Department cars, they are not personal cars. Secondly, an X plate costs \$13.00 forever and it doesn't have to be renewed and a regular plate is \$125.00 each time you renew it.

Comm. Holley asked what reason would someone need anything other than an X plate?

Insp. Fields stated for surveillance.

Comm. Norris stated typically we reserve these for two weeks for public comment, but this is not something required by the consent decree or related to that. I don't see anything controversial or difficult about its changing one paragraph in the policy. I'd be prepared to vote today.

MOTION: **Comm. Norris** made the motion to adopt Directive 303.1.

SECOND: **Comm. Holley** seconded the motion.

VOTE: All in attendance voted in the affirmative.

8. REQUEST TO ACCEPT GRANT AUTHORITY.....CHAIRPERSON

The Michigan Office of Highway Safety Planning (M.O.H.S.P.) has offered the Detroit Police Department's Thirteenth Precinct a grant in the amount of **\$5,000.00**. There is **no cash match**. The grant was offered as a result of the Thirteenth Precinct participation in the 2004 Law Enforcement Challenge sponsored by the Michigan Office of Highway Safety Planning.

The grant funds will purchase traffic equipment needed to enhance the traffic enforcement efforts within the Thirteenth Precinct and enable them to continue their proactive approach in addressing the concerns of our residents, businesses and visitors as it relates to traffic issues.

MOTION: **Comm. Norris** made the motion to approve the Grant.

SECOND: **Comm. Holley** seconded the motion.

VOTE: All in attendance voted in the affirmative.

The Wal-Mart Foundation has donated a check to the Detroit Police Athletic League to assist with various programs. The check is in the amount of **\$1,125.00**. There is **no cash match** required by the city of Detroit.

MOTION: **Comm. Norris** made the motion to approve the Grant.

SECOND: **Comm. Holley** seconded the motion.

VOTE: All in attendance voted in the affirmative.

9. OTHER BUSINESS

There was no other business.

10. ANNOUNCEMENT OF NEXT MEETING

Thursday, December 2, 2004 @ 3:00 p.m.
Police Headquarters
1300 Beaubien, Rm. 328-A
Detroit, MI 48226

11. ORAL COMMUNICATION FROM THE AUDIENCE

E'Lon-Eloni Wilks who is the Special Assistant to the Clerk at the City Clerk and Department of Elections stated she is here on behalf of City Clerk Jackie L. Currie. We would like to thank the department for their help during elections. She also encouraged everyone to continue to do good work in the community.

12. ADJOURNMENT

The meeting was adjourned at 3:45 p.m.

Respectfully submitted,

DANTE' L. GOSS
Executive Director
Board of Police Commissioners

DLG/kdw